

Participants can join at slido.com with #2481413



What does diversity mean to you?

AQTIVATE

Diversity can be defined as the range of human differences, consisting of numerous visible and non-visible grounds such as gender, race, ethnicity, religion, disability, sexual orientation, political opinion, citizenship and many other (*Council of Europe*)

Diversity is the condition of having or being composed of differing elements; variety especially: the inclusion of different types of people in a group or organisation (*Merriam-Webster Dictionary*)

Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another [...] It also involves different ideas, perspectives and values (*Glossary of terms*)

Diversity: all our human differences

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Diversity Charter
Cyprus Representative



DIVERSITY CHARTER CYPRUS

By the Center for Social Innovation



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Center for Social
Innovation



*Developing and introducing disruptive solutions to systemic social, education and economic challenges, through **inclusive interaction with the community.***

Expertise

- Social Innovation
- VET & Capacity Building
- Education
- Research
- Social Justice
- Entrepreneurship
- Business Forensic Intervention
- Community Empowerment & Development



Services

- Professional Capacity Building
- Business Planning and Development
- Fundraising and Proposals Preparation
- Project and Financial Management
- Research and Development
- Human Resources Administration
- IT Solutions
- Online Learning
- Campaigns & Raising Awareness

Diversity Charter Cyprus

From 2020 official member of the European Platform of Diversity Charters (EPDC), an initiative by the European Commission since 2010.

The EPDC offers to all Diversity Charters a European network with a central coordination and support team, tools for sharing experiences and good practices and opportunities for members to participate and promote their work at a European level.

Center for Social Innovation, EU Official Representative in Cyprus.

Objectives

Promoting diversity and inclusion in the workplace, ensuring equal opportunities for all employees

Creating a dynamic national and European network for sharing best practices and promoting synergies

Promoting valuable tools, strategies and practices to combat discrimination

Benefits and Tools

1. Memorandum of Understanding
2. Info Pack
3. Practical Guide
4. Training Program
5. E-Learning Platform
6. Official Digital Badge
7. Participation in the National and European Platform
8. Dissemination in the Press & Social Media

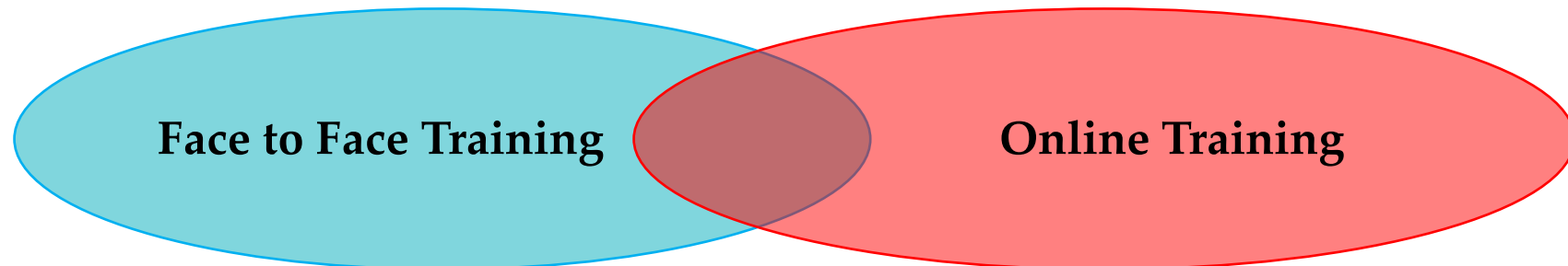
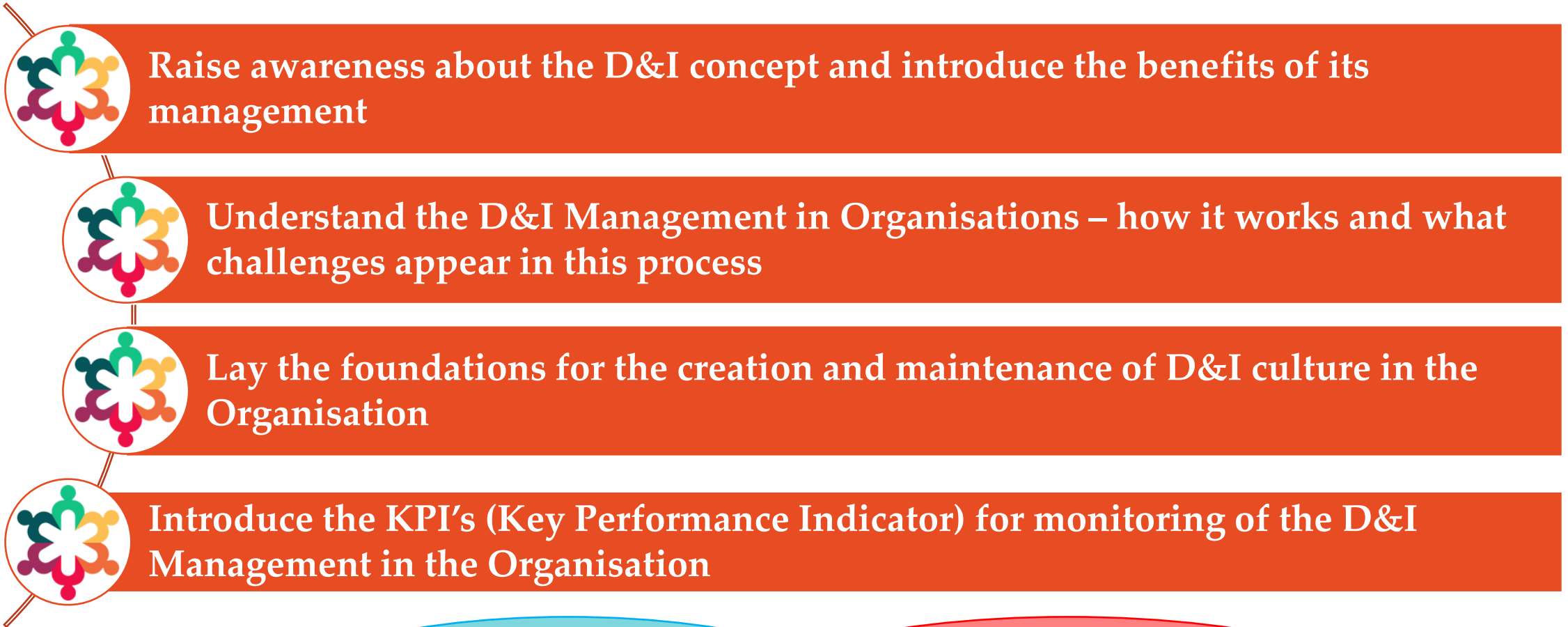


60 Members and Supporters





DCC Training Program - Goals



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What is the main form of discrimination in the Cypriot workplace?





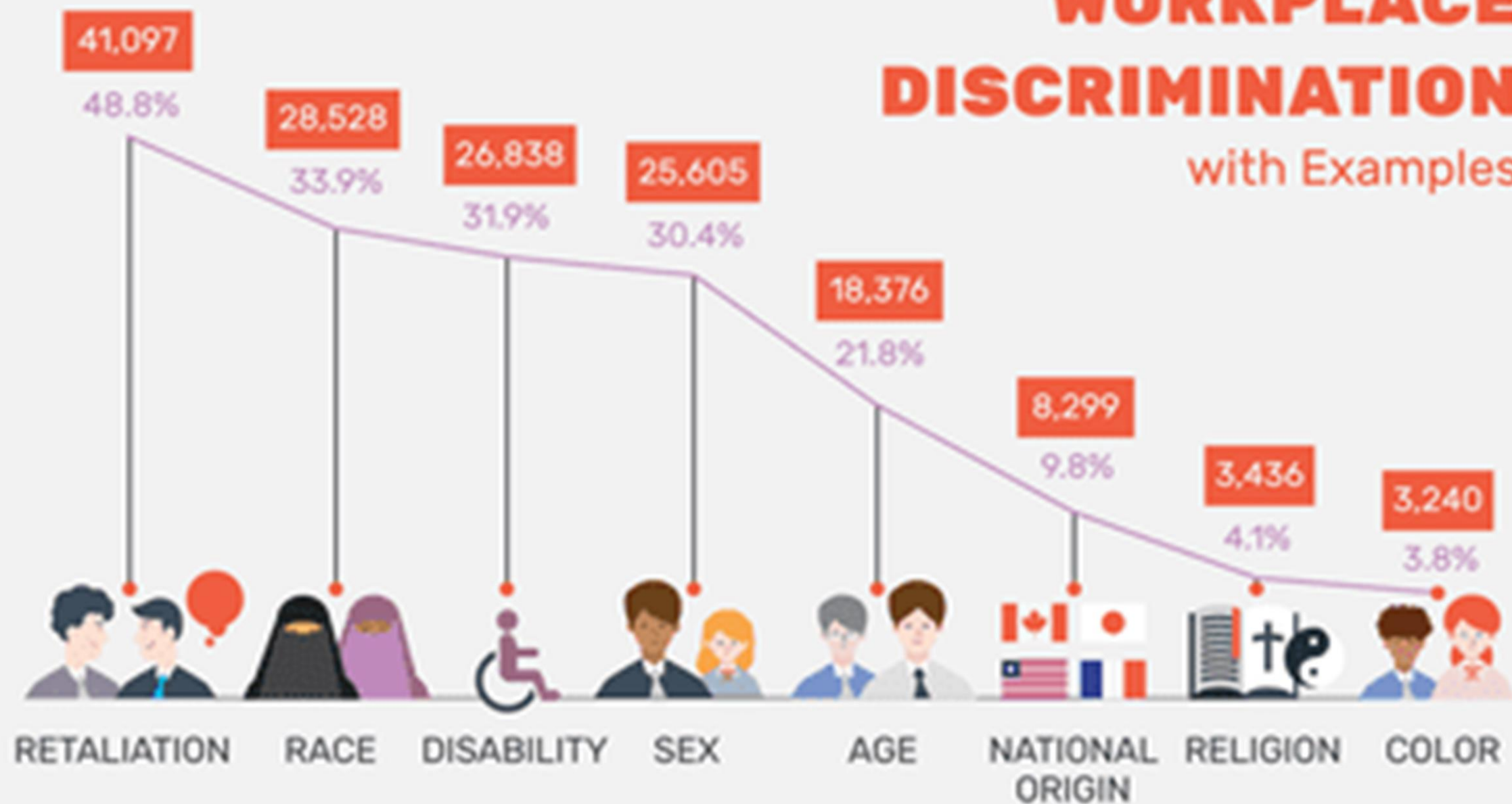
A man in a dark suit and light-colored shirt stands in the center of an elevator. He is looking slightly to his right. To his left, a woman with blonde hair in a bun is seen from the back, wearing a dark top. To his right, a woman with dark hair is also seen from the back, wearing a white patterned top. The elevator has a metallic finish. A red-bordered box with white text is overlaid on the man's chest.

RACISM. IT STOPS WITH ME

Types of

WORKPLACE DISCRIMINATION

with Examples



**What are the 2 main
benefits of an active
Diversity and
Inclusion management
in an organization?**



The Benefits: Why Diversity & Inclusion within the Workplace is Important?

Creativity and Innovation

Innovation requires new perspective, and a well-managed diverse workforce can breed creativity and dynamic business solutions.

Variety of Viewpoints

A diverse workforce that feels comfortable communicating varying points of view provides a larger pool of ideas and experiences. Diversity boosts thinking out-of-the-box and effective problem-solving.

Increased Adaptability

Broader skills base advances businesses to have adaptability, meaning faster and more effective planning, development and execution.

Talent Pool

An inclusive and diverse business will attract talented, ambitious and globally minded professionals. A diverse talent pool allows an organization to attract and retain the best talents.

The Benefits: Why Diversity & Inclusion within the Workplace is Important?

Employer of Choice

In a diverse workplace, employees are more likely to remain motivated and loyal when they feel respected and valued for their contribution.

New Customers and Markets

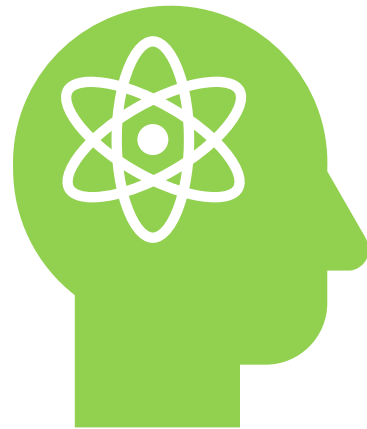
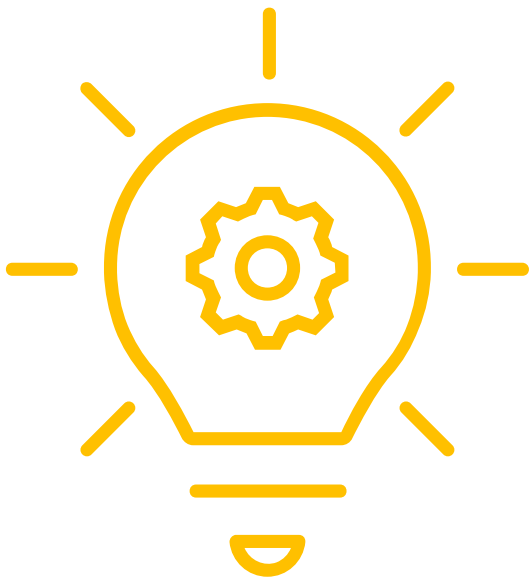
Diverse teams in an organization have opportunities to cater new markets, emerging markets based on their understanding of specific groups and cultural backgrounds.

Improved Image of the Organisation

A diverse workforce can improve clients' opinions of the particular organization and its services or products. Diverse organisations show clients that are inclusive, open-minded, innovative and looking toward the future.

More Effective Execution

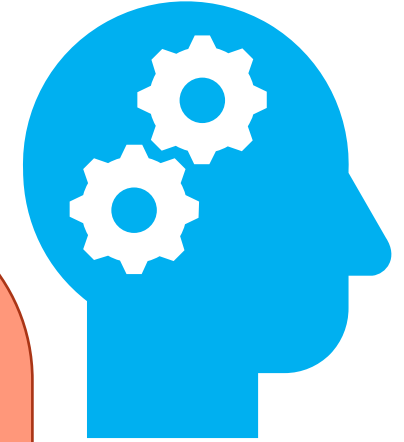
Diverse teams are more productive and perform better, they become inspired to deliver their highest ability.



**Share a good
practice from your
workplace**

Join at menti.com use code 33278428

D&I Management Tips



- The management of D&I is the responsibility of the top management not only of HR. Co-workers have also a key-role on identifying and managing D&I with the help of the management team
- Systematic approach in introducing D&I management.
- Leadership & co-workers' attitude: see people with their individual needs not just as workforce.
- Be honest about your prejudices.
- Improve awareness among you and at all levels.
- Working in mixed groups is the best learning.
- Take time, use objective procedures to minimize bias among co-workers' collaboration and decision-making.



Diversity Charter Cyprus



Thank you! Q & A

